

ABSTRAK

Pengaruh Pengetahuan Keterampilan dan *Attitude* Terhadap Kinerja Karyawan Berbasis Pengawasan Dengan Loom Monitoring System

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Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Pengetahuan Keterampilan dan *Attitude* Terhadap Kinerja Karyawan Berbasis Pengawasan Dengan Loom Monitoring System di PT Triputra Textile Industry Bandung. Dengan menggunakan total sampling, kuesioner disebarikan kepada 102 karyawan yang ada di bagian produksi weaving. Metode penelitian yang digunakan adalah Metode Analisis Deskriptif. Pengolahan data dilakukan dengan menggunakan alat bantu SPSS. Hasil penelitian ini menunjukkan bahwa seluruh variable termasuk dalam kriteria baik. Hasil pengujian hipotesis menunjukkan bahwa pengetahuan berpengaruh signifikan terhadap kinerja, keterampilan berpengaruh tidak signifikan terhadap kinerja, attitude berpengaruh signifikan terhadap kinerja, pengetahuan keterampilan dan *attitude* secara simultan berpengaruh signifikan terhadap kinerja. Berdasarkan pengolahan data dengan analisis Jalur diketahui bahwa Kinerja berpengaruh positif dan signifikan terhadap Pengawasan Loom Monitoring System sebesar 72,5 % dengan t hitung 16,223 lebih besar dari t tabel 1.985. Implikasi manajerial yang bisa dilakukan oleh pimpinan PT Triputra Textile Industry adalah memperbaiki *attitude* karyawan bagian produksi weaving, *Attitude* adalah hal yang sangat penting, sebaiknya pimpinan PT Triputra Textile Industry benar-benar memberi perhatian lebih pada hal *attitude* terutama dalam dimensi komponen perilaku yaitu dalam hal memahami maksud asli dari bekerjasama dengan orang lain dalam menyelesaikan pekerjaan dimana hendaknya para karyawan melakukannya secara profesional, karyawan harus memahami kekuatan hubungan dalam organisasi maupun diluar organisasi adalah hal yang sangat penting dalam menunjang kinerja perusahaan

Kata Kunci : Pengetahuan, Keterampilan, *Attitude*, Kinerja, Pengawasan loom monitoring

ABSTRACT

The Influence of Knowledge, Skills and Attitude on Employee Performance, Based On Supervision With the Loom Monitoring System

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This research aims to find out how much influence knowledge, skills and attitude have on employee performance Based on supervision with the Loom Monitoring System at PT Triputra Textile Industry Bandung. Using total sampling, questionnaires were distributed to 102 employees in the weaving production section. The research method used is the Descriptive Analysis Method. Data processing was carried out using SPSS tools. The results of this research show that all variables are included in the good criteria. The results of hypothesis testing show that knowledge has a significant effect on performance, skills have an insignificant effect on performance, attitude has a significant effect on performance, knowledge, skills and attitude simultaneously have a significant effect on performance. Based on data processing with Path analysis, it is known that Performance has a positive and significant effect on Loom Monitoring System Supervision of 72.5% with a calculated t of 16.223 which is greater than the t table of 1.985. The managerial implication that can be carried out by the leadership of PT Triputra Textile Industry is to improve the attitude of employees in the weaving production department. Attitude is a very important thing. It would be better for the leadership of PT Triputra Textile Industry to really pay more attention to attitude, especially in the behavioral component dimension. In terms of understanding the original intent of collaborating with other people in completing work, employees should do it professionally. Employees must understand the strength of relationships within the organization and outside the organization, which is very important in supporting company performance

Keywords: Knowledge, Skills, Attitude, Performance, Supervision of loom monitoring